1161

1952-54

II

File No. ANG-2052

B CLASS Public Works DEPARTMENT

G. BRANCH - FR

Subject:— Hubli Electric Supply Employees Union - General matters in connection with -

V

II

File No. ANG-2052-FG-Bx.

Std. Scott. Slip 24-B

G. R., G D., No 2408, dated 23-6-22.]

DOCKET SHEET (B)

Subject:— Hubli El. Supply. & Employees Union: Recognition of —

File No. ANC 208

P. W. DEPT

F. BRAN

References:— Note Section.

Date.	To whom sent.	Notes and instructions.
26-11-54	Ls.	Returned to D.D/B.H.D (3 files)

1 47

ANG 2052/2801
32370

P.W.D

F.Br.

In G.L. No. ANG 2051 F. dt. the 15-11-51, the President Hubli El. Supply Employees Union, was requested to forward for the approval of Govt. the draft Constitution and Rules based on the 'model rules' Through the Elec. Engr. to Govt. The President has instead forwarded a copy of Constitution and Rules stating that the Union has been recognized by the Registrar of Trade Unions. As Govt. servants of this state, the Union is required to conform to the Rules laid down by this State. It is observed from the copy of the Rules forwarded by the President that they seem to be based on the provisions of the Trade Unions Act and contain a number of provisions which cannot be allowed e.g. vide Rule 2 of the Rules. The draft cut up may issue, if approved.

12-4-52

14-4-52

D.S.

× Flag A.
ANG 2051
pp. 103/104

✓ Flag B
pp. 1 to 4

3. ANG 2052
69587

F. Bor. P.W.D.

The original communication addressed to the Secy. has been received in this Dept. File No. ANG 2052/65570 has been submitted to the Minister on 17-7-52.

Await.

28/7/52.

S.A.S.

+5

ANG 2052/65570

P. W. DEPTT.
"F". Br.

Submitted with reference to the Secretary's note, dated the 12th July 1952.

2. The question of recognizing the Hubli Electric Supply Employees Union was considered in the past and it was decided to recognize the Union, provided the Union adhered to the Rules laid down by this Government vide in this connection Government Letter No. ANG 2051 F, dated the 16th November 1951, and the notes underlying it.

3. The President, Hubli Electric Supply Employees Union, states that as it has been ~~requested~~ recognized under the Indian Trade Unions Act, ~~1~~ 1926, it is not possible for it to change the Rules. The Union, it seems, was ~~requested~~ recognized under the above Act, when the Hubli Electric Supply Undertaking was run by a limited Company. Now that the Hubli Electric Supply Undertaking has been taken over by this Government, the ~~works~~ workers as Government servants are required to abide by the Rules laid down by this Government. The President was accordingly requested to forward through the the Electrical Engineer, the draft constitution and Rules based on the "Model Rules" for the approval of Government, as was advised by the P. & S. D. in the case of the Dapodi Workshop Rashtriya Kamgar Sangh vide para. 2 of the P. & S. D., U.O.R., dated the 30th March 1950 in file No. 187/48-I. Unless, therefore, the President forwards the draft Constitution and Rules based on the "Model Rules", ~~The~~ the question of recognizing the Union cannot be pursued further. The President may be informed that Government considers it necessary that the Rules of all Unions under the Government are uniform and it is, therefore, desirable that the Hubli Electric Supply Employees Union should

frame.....

× Flag A
ANG 2051
pp. 103-104 c/s

Flag B
— do —
pp 13-17 n/s

Flag C
187/48-I
P 21 n/s

frame their Rules in the light of "Model Rules". The question of recognizing the Union will be taken thereafter.

SDK.
16/7/52.

D.S.

Secy.

F.Br.

Resubmitted with the necy draft pp 34 Cf.

for approval.

D.S

ANG 2052

88494

P.W.D.

F.Por.

Submitted with the neg.
draft for approval
pp.41-42.

3-10-52.

A.S.(I)

ANG 2052
94674

Public Works Department.
'F'

The Hubli Electric Employees Union have asked for a meeting with the Min.(P.W.D.) and the Min.(Lab.) on or about the 14th inst. to discuss matters relating to grievances of their members. The exact details of the points on which classification is sought are not mentioned. So far as this office is aware, the only question pending is that of recognition of the Union by Govt. The Union insists that it should be recognised as it is at present constituted since their Union has already been registered by the Registrar of Trade Unions. Govt. has however, informed them, that unless they adopt the 'Model Rules' the question of recognising the Union cannot be considered vide G.L.dt. the 31-7-1952. The Union have in reply submitted through the El.Engr. a copy of their constitution. This is yet to be recd. from the El.Engr. From the advance copy received however it appears that this is the same old constitution and is not based on the Model Rules.

2. It is not known what other matters they want to discuss. It would perhaps be desirable for the El.Engr. to be present at the meeting. If the deputationists come on the 14-10-52, the El.Engr. will not be present as he is understood to be out of Station.

VMW.
13/10/52.

13.10.52

13/10/52

13.10.52

A may be expedited. Meanwhile the Union need be given no appointment.

14.(P.W.D.) The President met me this noon and told me they were

14/10/52

ANG-2052/9905

P. W. D
F.

Submitted with refce.to M(Lab)'s minute at p.67 of C/s.

2. The letter dt. the 1-10-52, from the President, Hubli Electric Employees Union, is a copy of the letter at p.43 c/s. The President of the Union has already met Minister(P.W.D.) on the 14-10-52 and has been informed that unless they adopt the model rules their union will not be recognised - vide notes at p.9 ante.

3. The copy of the draft constitution and rules submitted through the Electrical Engr. have since been received - vide Electrical Engineer's endt. No.LRM 11/9186, dated the 13-10-52. In view of the Min, PWD's minute, dt. the 14-10-52 no action need be taken on the draft constitution received from the Electrical Engr. Receipt of the draft constitution based on 'Model Rules' may be awaited.

Vsm/22.10.52

23-10-52.

D.S.

Secy.

+ M(P.W.D.)

M.(Lab.)

23.10.52

24/10.

27/10/52

The Hubli Electric Employees' Union has asked for recognition of the union. It appears that the Government is not inclined to grant the recognition. The grounds are mentioned at page 63 of the file. I would like to draw the attention of P.W.D. that the question of recognition of associations of industrial employees of Government is governed by G.R.No.989/33 (Fin.) dated 17th September 1934. The Deptt. is requested to deal with the question in the light of the said G.R. I find in the notes reference to model rules. When the file is sent back the model rules may also be sent along with it.

Secy.,P.W.D. 4/11/52

ANG 2052/99052.

P. W. D.
F.

Resubmitted with reference to the Ministers, (Labour's) Minutes, P.11 dt. the 4.11.52.

2. In accordance with the orders issued in Govt. Resolution, Political and Reforms Deptt. No.989/33 (Fin), dt. the 17.9.1934, an Union is required to fullfil the following conditions before it can be recognized by Govt.-

1) It must consist of a distinct class of Govt. employees.

2) All Govt. employees of the same class must be eligible for membership,

3) It must be registered under the Indian Trades Unions Act. P.5 c/s

From Rules 2(a) and 3 of the draft Rules forwarded by the President of the Hubli Electric Supply Employees Union, the Union seems to satisfy conditions (1) and (2) above, as the President states that the Union has been registered under the Trade Unions Act, Condition 3 is also fulfilled.

3. In Govt. letter No. ANG 2052 F, P.27 c/s dt. the 31.7.52, the President of the Union was requested to recast its Rules as these Rules very very widely with the Model Rules. A specimen of the Model Rules will be found at pp. 7-15 of file No. 1925/36. These Model Rules have been laid down by Govt. to act as a guide in the scrutiny of the Rules of the various Associations seeking recognition and also with a view to have a uniform set of Rules for-all Associations as far as possible vide Govt. Endt., P. & S.D., No.2924/34-D, dt. the 7.7.1939, and the P. & S.D. notes accompanying it. In the case of the Dapuri Workshop Rashtriya Kamgar Sangh, though their Rules did not contravene any of the provisions of either the Indian Trade Unions Act,../

X Flag A
S.115 7-12/1934
pp. 37-38

✓ Flag B
[File put up]

X Flag C
1925/36 of 1937-39
pp. 17-19

Act, 1926, or the Industrial Disputes Act, 1947, the Sangh was advised in the consultation with the P. & S.D. to recast its rules in the light of the "Model Rules"- vide Govt. Letter No. 187/48-E (II), dt. the 4.4.1950, and the notes underlying it. There is not much difference between the Rules forwarded by Dapuri Workshop Rashtriya Kamgar Sangh and the Hubli Electric Supply Employees Union. It is true that Govt. Resoln, P. & R.D. 989/33 (Fin.), dt. the 17-9-34, does not refer to these model Rules which were framed later. There however seems to be no justifiable reason why the Union should be reluctant to adopt them.

4. Subject to the above remarks, the following comments are offered on the Rules furnished by the Hubli Electric Supply Employees' Union.

Rule 2(k). - To cooperate and federate with organizations (of labour) particularly the Indian National Trade Union Congress, having similar objects in India and outside India.- One of the conditions required for recognizing a Union is that it should belong to a distinct class of Govt. employees. The affiliation of federation of the Hubli Electric Supply Employees Union with the Indian National Trade Union Congress or any Association outside India would be irregular, as the I.N.T.U.C. and other Associations outside India cannot be said to be Associations which are confined to a distinct class of Govt. servants. The workers of the Hubli Electric Supply Undertaking who are Govt. servants will, therefore, be govered by the Bombay Civil Services Conduct, Discipline and Appeal Rules. If the Union affiliates itself to the I.N.T.U.C. it will result in breach of Rule 31-A(b) of the B.C.S.D. and A. Rules, according to which an Association of Govt. servants is required to belong to a distinct class of Govt. servants. This rule, therefore, contradicts Rules 2(a) and 3 of the draft Rules which will, therefore have to be deleted.

Rule 2 (1).

Rule 2(l). To help in accordance with the Indian Trade Unions Act, the working classes in India and outside in the promotion of the objects mentioned in this Rule. It is not clear in what respect the Union will help working classes in India + outside India. For the reasons given in the above para. it seems this Rule will also have to be delected.

Rule 2(m). Generally to take such other steps as may be necessary to ameliorate the social, economic, civic and political condition of the members including general and technical education of the members and their dependents. The implication of the words "civic and political" in this Rule seems to be that the Union is to have a free hand in politics. In accordance with Rule 31-A(e) of the B.C.S.C.D. & A Rules, an Union of Govt. servants cannot take an active part in political. The words "civic and political" in the above Rule will, therefore, have to be deleted.

Rule 4:- Admission of outsiders as honorary members and Rule 11:- Their appointment as President, the General Secretary and the Joint Secretary:- In the case of the Dapuri Workshop Rashtriya Mazdoor Sangh the P. & S.D. had advised that it is usual to appoint only one outsider as its office bearer. The Union may be asked to amend the Rule so as to provide for the appointment of only one outsider as its office bearer.

5. The D. D. and the P. & S. D. may see u.o. before submission.

24-11-52.

DEVELOPMENT DEPARTMENT
File No. PWD ANG 2052
Serial No. 57234
Date 27/11/52

D.S.
Seen.
u.o.r. 5. D.D. & P.&S.D. & 26-11-52 → Recd. 27/11/52
Cuttings files 187/48-I, 1825/36, 5, 115

Dy. Depr
JB

Please see the P.W.D note dated 24/7/52 on pp 13-15 ante

The Delhi Electric Supply Employees' Union has been registered under the Indian Trade Unions Act. Rule 2(l) (p 3-ES) of the Union reads "to help in accordance with the Indian Trade Unions Act, the working classes in Delhi and outside in the promotion of the objects mentioned in Rule 2" (p 3-ES). The Indian Trade Unions Act deals with registration of trade unions and other matters relating to the general working of the unions. The idea underlying this rule is not understood. The union can indeed impugn the provisions of the Indian Trade Unions Act, help its members and look after their interest in any other manner, but it is not clear how it can help the working classes in Delhi and outside "in accordance with the Indian Trade Unions Act". The P.W.D may therefore seek clarification on this point from the President of the Union.

The papers may be passed on to P.W.D with the above note.

Put
12/8/52

A.S. (Shri B) may please see

W.S. 6/8/52

We may agree with the P.W.D that Rule 2(l) should be deleted. The D.D.A. A.S. (Shri B)
note concerned with other rules. The papers may be passed on to P.W.D

A.S. 13/8/52

W.S

On the point of Registration under the Indian Trade Unions Act, 1926, there is no objection to the relation of Rule 2(l) P.L.&D. may be so far as recognition by Govt. is concerned

4/12/52 17/12

Secy

(With reference this minute on p. 11 ante) M Lal;

Please obtain from the Registrar of Trade Unions the model rules of constitution framed by him and ascertain if rules 2(k), 2(l), 2(m) and rule 4 are in conformity with those model rules. The case of the Dapodi Workshop Rashtriya Kamgar Sangh need not be taken as the precedent. The model rules framed by the Government seem to have been framed for non-industrial workers. The file in which these rules are to be found deals with association of Government employees. Therefore the Government Resolutions at pages 1,3 and 5 and the Rules at pages 7 to 15 in that file should not be taken as a model for industrial workers. Secretary, D.D.(Labour) may re-examine the rules objected to at pages 14 and 15 and see if they are in consonance with the model rules framed by the Registrar of Trade Unions and then submit the file to me again.

23/12/52

24/12

I shall have Mumbai (with file) & the Regr of Trade Unions Bombay is put up

P.T.O.

24/12/52

Submitted with ref. to M.(Lab)'s note dt. 23/12/52.

A copy of the Model Rules of constitution of trade unions framed by the Registrar of Trade Unions is placed below. Rules 2(k),(l) and (m) of the Hubli Electric Supply Employees' Union are modelled on similar rules in the Model Rules. It is submitted that the Model Rules framed by the Registrar of Trade Unions are for purposes of registration of trade unions under the Act. If the union wants recognition from Government, it will have to conform to the rules framed by Government in that behalf and if the rules which are in order for purposes of registration under the I.T.U.Act do not satisfy the conditions prescribed by Government for purposes of recognition, then they will have to be modified to that extent. This is however for P.& S.D. to consider.

6/1/53

For the purpose of recognition of unions of Govt employees, Govt in 1950 has framed model rules for associations of non-industrial workers as. Similar model rules for industrial employees of Govt have not been framed. The Govt may have to examine the rules of the Hubli Electric Supply Employees Union with reference to the

7-1-53

ie Constitution

As

us

Seen

M(C)

Please discuss

Sd

7/1

Sd

Submit P (A 3738)/1. with file. 115

Seen

The conditions prescribed by G.R P.W.D in G.R 987/33 dt 17/9/34 have been fulfilled. The Model Rules framed by P.W.D for associations of non industrial workers cannot be rigidly applied in this case. On the other hand the Rules framed by the Union conform to the model Constitution & Rules framed by the Registrar of Trade Unions. There is therefore no objection to P.W.D recognising the Union. P.W.D may see for remarks.

Sd

10/1.

569

POLITICAL & S.D. DEPARTMENT
File No. PWD/ANG-2052
D. 18 JAN 1953
Serial No. 586

Seen

Discussed jm.6/1

Sd

n.o.r.b P.W.S.D dt 12/1/53.

with file 187/48-I, 1925/36 and S.115 of P.W.D.

"POLITICAL AND SERVICES DEPARTMENT
'D' BRANCH"

The rules regulating the recognition of Associations of Government servants are different from the Model Rules. The two sets of rules are intended to serve two different purposes. The ~~first~~ former lays down the essential conditions an association of Govt. servants is expected to satisfy and the latter contains a model of the detailed constitution which Associations are expected to follow. The rules regulating the recognition of the industrial employees of Govt. ~~different~~ from those regulating the recognition of non-industrial employees but it has hitherto been the ~~policy~~ practice to adopt the model rules as models for framing the Constitution of both types of Associations viz,, of industrial and non-industrial employees. Of course the model rules are not so rigidly enforced in the case of Associations of industrial employees as in the case of non-industrial employees.

2. The rules regulating the recognition of assocaitions of non-industrial employees were revised by Government in 1947- vide G.R., P&SD., No.1002/46 dated the 15.12. 1947. The question of similarly revising the rules regulating the recognition of industrial employees was taken up but it was found that there were some legal difficulties in the matter. It has therefore been decided to postpone revision of the rules till the Govt. of India enact ~~first~~ fresh legislation on the subject of ~~functions~~ forms of Associations which was under their

their consideration. Pending revision the policy has been to regulate recognition of industrial employees of Govt. according to the existing rules, viz., those prescribed by G.R., P&RD., No.989/33(Fin.) dated the 17.9.1934 and to require them to adopt the model rules as the basis for their constitution with suitable alterations.

It is submitted that a strict adherance to model rules framed by the Registrar of Trade Unions will not be sufficent in the case of employees of Govt. As Govt. employees individually and collectively is subject to certain restrictions. It is therefore necy. to ensure that these restrictions are not violated. The Model Rules have been framed with this end in view and it is submitted that there should no objection to requiring Associations of industrial employees of Govt. to follow these rules with suitable modifications. The model rules do not contravene the provisions of the Trade Unions, they can be modified to that extent while applying them to the Associations of industrial employees.

In the circumstances if approved this Department may suggest that the Hubli Electric Supply Employees Union may be asked to revise its constitution on the lines of the Model Rules. The amendments required have been indicated in the P.W.D. note dated the 24.11.52.

16.2.53

DEVELOPMENT DEPARTMENT
File No. PWD ANG 2.052.
Serial No. 4882
Date 18/2/53

16/2/53

CS

Lan/16253.

Development Department,
J Br.

Submitted with ref. to this Deptt . office note dt. 6/1/53 and A.S's and Secy's notes thereunder.

2. The P.& S.D. has observed that the rules regulating the recognition of industrial employees of Govt. differ from those regulating the ~~reorganisation~~ recognition of non-industrial employees, but it has been the practice of adopting the model rules as "Model" for framing the constitution of both types of Associations. The Model Rules are not however so rigidly enforced in the case of Associations of Industrial Employees as in the case of non-industrial employees. The policy has been to regulate recognition of industrial employees of Government according to the rules prescribed in G.R., P.& S.D. No.989/33 (Fin) dt. 17/9/34, and to require them to adopt the model rules as the basis of their constitution, with suitable alterations. The P.& S.D. has further stated that strict adherence to the model rules framed by the Regr. of Trade Unions will not be sufficient in the case of employees of Government and suggested that the Hubli Electric Supply Employees Union may be asked to revise its constitution on the lines of the Model Rules as indicated in the P.W.D. note dt. 24/11/52.

3. The P.W.D. has suggested the deletion of rule 2(k), as the workers of Hubli Electric Supply Undertaking being Government servants, will be governed by the B.C.S.Conduct Rules and the affiliation of the Union to the I.N.T.U.C. would result in the breach of the provisions of rule 31-A (b) of the said Rules. The view taken by the P.W.D. appears to be correct. The Union can function without federating with organisations like I.N.T.U.C. Similarly as pointed out by the P.W.D., since any Union of Government servants cannot participate in politics in accordance with the provisions of rule 31-A(c) of B.C.S.Conduct Rules it would be necy. to delete the words "civic" and "political" from the proposed rule 2(m). The intention underlying rule 2(l)

is not clearly undertood. The P.W.D. has therefore suggested its deletion. As regards rules 4 and 11 about admission of outsiders as honorary members and their appointment as President etc., usually only one outsider is appointed as office-bearer of the Union. The P.W.D. has therefore suggested for amendment of the rule so as to provide for appointment of only one outsider as office-bearer.

4. It will be seen that as the Hubli Electric Supply Employees Union is an Union of Government servants it will have to adopt the Model Rules framed by Government for purposes of recognition of Unions of Govt. servants. The Union will therefore have to carry out the amendments in its Rules, pointed out by the P.W.D. before it is recognised.

put
7-353

M(Lab) may see p. 18-20 with reference to his minute on p. 17.

P & S.D. who are concerned with the recognition of association of Govt. servants advise whether the Union should amend its constitution on the lines indicated in P.W.D. note on p. 13-15.

4
9/3

Sec Y

Sec Y. P.W.D & Sec Y D.D & Sec Y P & S.D. may discuss with me: There is a similar ~~file~~ case about recognition of the Union in the Civil Hospital at Ahmedabad. That file may be called for & shown to me & both Cases may be taken up together: Sec Y. P.W.D may also attend

8/3
13/3

M (Lab)

W 4/3

jm.7/3

Re submitted w.r.t. to M (Lab)'s note dt 13-3-53. p.26

P.A. to M (Lab) may be requested to ascertain the date and time convenient to M (Lab) to discuss this case with the Secretaries and C.S. so that they can be informed accordingly. It could be convenient if the meeting is fixed after a week, so that this case can be circulated to C.S., ~~and~~ Secy P.W.D. and Secy L.S.G. & P.H.D. in the meanwhile. Secy D.D. will be out of Bombay ~~till~~ the 19-3-53

16/3/53

16/3/53

P.A. to M (Lab) M. (Lab.) would like to see the file re recognition of the Union in the Civil Hospital at Ahmedabad. The date for the Conference would be decided later.

19/3/53

Immediate

PWP&HC 205

80 334

31/10/55

25

Std. Sectt. 33 6.

Public Works DEPARTMENT

Unofficial Reference. The attention of DD | Prod.

No. ANG 205 (file) Department is requested to the unofficial reference from

dated 25/11/ 19 55. this Department noted in the margin, the early return of

Subject— which with a reply will be convenient.

Rubli Electric Employees Union — Recognition of —

Superintendent
Secretary to Government, P.W.D.

Unofficial reference to the DD | Prod.

Department No. ANG 205 dated 31-10-55

SKW 29/10/55

F/10 e 111

Dear Sir

I have pleasure in enclosing herewith
[illegible] on 6 Bills on 12-1-1958. Kindly
pay the [illegible] on 6 Cheques
[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

ANG.2052 (8

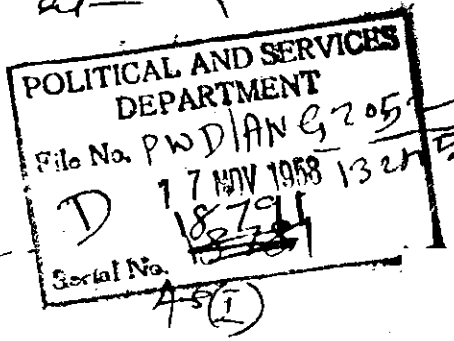
132452

P.W.D

GR

Please see the D.D. note overleaf. 17/11/58

The papers in question are still in the P.W.D. That Deptt. I may therefore see 586
this n.o. and return the papers at NP
a very early date with the necessary remarks



SRW 16/11/58

18297

16/11/58

Action by P&SD dated 17-11-58

31 P+SD / D

Please see the reminders from PWD at p. 1 + 5 ante.

2. The files in question were received ~~incl~~ from M (Lab) with a ~~pa~~ S.D. case re. Rules for recognition of associations of ~~in~~dustrial employees. The main case is under submission to Govt. separately These files may now be returned to PWD as they are no longer required in this Dept

24/12/53

24/12/53

UR ® to PWD 5) 23/12/53.

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Std. Sectt. 23 c.

Public Works DEPARTMENT

Unofficial Reference No. ANG 2052/132452 dated the 17-11-1953.

Subject— Hubli Electric Employees Union: Reorganisation of

The attention of the Political and Services Department is requested to the unofficial reference from this Department noted in the margin, the early return of which with a reply will be convenient.

B. L. Chabbenderson
Superintendent,
~~Secretary to Government,~~
Public Works Department

Unofficial reference to the Political and Services Department No. ANG 2052 dated 23rd Dec 1953.

9. ANQ20SZ
150157.
P.W.D.

GPh.

Submitted with ref. to the PWD note P7 within

2. The PWD has merely returned the files. It is seen from file No. ANQ20SZ kept below, that so far no decision has been reached on the question of recognition of the Public Elect. Supply Employees Union. It is also seen from P.A. to M(Hab)'s note that M(Hab) wanted

∝ note-ON slipped 'A'

∆ slipped B

to seek file regarding recognition of the Union in the Civil Hospital A'bad. PWD it appears has returned the files thro' oversight. These papers may be referred no. again along with the files to the PWD with an intimation that the files may be returned to this Deptt. when the question of recognition of the H & E. Union is decided.

POLITICAL
Dept.
File No. PWD/ANG2052/150151
D 29 DEC 1953
Serial No. 21506
21378

24/12/53

A-5(I).

28-12-53

P & S.D 35

D-B-v

Seen and returned to the P.W.D

2 The P.W.D. file No. ANG2052 has been returned to the Dept. U.O. with very remarks, on the 2-4-1954. The file is accompanied by P.W.D. files Nos. 187/48 and 1925/36 and also by L.S.G. & P.H.D file reg. recognition of the Hospital Employees' Union, A'bad.

G 5/4
A 3/4

P. W. D.
File No. ANG. 2052
Sec. - x-44847.

3-4-54

1781
2/4/54

A.S.

Un
2/4 PWD
U.O.v. in ~~S.D~~ dt- 2-4-1954
3

P & S.D

D.Br

i Rules regulating the recognition of associations of employees (industrial and non-industrial) of hours have since been revised and the new orders are likely to be issued shortly. The P.W.D. may be advised to reconsider the question of recognition to the Hubli Electric Supply Employees' Union in the light of the revised rules.

These ppr along with the following files may now be returned to the P.W.D.

1) L.S.G. & P.H.D. file no. 121-B/ regd. recognition of Hospital Staff Union, Ahmd
2) P.W.D. file no. ANG. 2052-F
3) P.W.D. file no. 18/48 of 1947-50-51 (Part-I)
4) P.W.D. file no. 1525/36 of 1937-38-39-40
5) P.W.D file no. S-115 of 1934

Then P.W.D may return the L.S.G. & P.H.D. file to their Dept in due course. (This file was with the mail on 2/4/54 when the D.O. from it was demi-official from it).

Fil ANG 2052
Serial No. 4486C

3-4-54

* with files mentioned above

4/4

U.O.No. to the P.W.D.* dt. 3 April 54

ANG 2052/44847/44860.

P.W.D.

'G' Br.

In view of the P. & S.D. note overleaf, the receipt of the revised rules regulating the recognition of associations of employees (industrial and non-industrial) of Govt. + may be awaited.

2 The L.S.G. and P.H.D. file No. 1217-B, refd. to in the P & S.D.'s note overleaf is being returned to the L.S.G. and P.H.D. * separately.

19/4/54.

24/4/54

Secretariat

* under No ANG 2052

A.S.(I)

39 ANG 2052/44860.

P. W. D.

'G' Br.

Resubmitted with refce. to para 1 of the p.n. dt. the 19-4-54 p-38

2. These papers may be refd. u.o. ~~with~~ to the P. & S. D. with the request to state whether the orders revising the rules regulating the recognition of associations of employees

(industrial and non-industrial) of Govt. have since been issued, and if so to forward a copy thereof to this deptt.

15/5/54.

15/5/54

ANG 2052

17.5.54

15/5/54

PWD

D-Br

Seen and returned to the PWD

2 The question of issuing revised rules is still under consideration.

21/5/54

D.

POLITICAL ARCHIVES

File No. PWD ANG 2052 K

44860

D

Serial No. 10398

11483

21/5

UP to PWD

ANG/2052
68582

P.W.D

g.Br.

Submitted with ref. to this Deptt. U.O.No.P40 dated the 17-5-54.

2. In view of the P.&S.D. note dated the 21-5-54, the issue of the revised rules by that Deptt. pertaining to the recognition of associations of employees of the govt. of Bombay may be awaited. The question of recognition of Hubli Electric Supply Employees union will be taken up when the above revised rules are issued.

A.S.(1)

ANG 2052/68582 42

'G' Br.

P.W.D.

Resubmitted with refce to P.f S.D. U.O.N. p.40 N/S dt. 21/5/54 and the concluding portion p. 41 N/S of U.O.N dt. 26/31/5/54.

2. These papers may again be refd. U.O. to the P.f S.D. with a request to state whether the orders revising regulations reg. recognition of associations of Employees (industrial and non-industrial) 1 Yrly. have since been issued. If the orders are issued, that Dptt. may also be requested to forward a copy thereof to this Dptt.

yrs 15/7/54.

not to be issued 17/7/54

POLITICAL AND SERVICES DEPARTMENT
File No. PWD ANG 2052
17 JUL 1954 68582
Serial No. 14830

for 15

Supdt.

PPWS.D/P 45

Seen and returned to the P.W.D.

The question of issuing revised Rules regulating the recognition of Associations of employees (Industrial and non-industrial) is still under consideration.

× Papers have been submitted

nml. 21/7

21/7/52

U.O.R to P.W.D 22/7/52

P. W. D.
File No. ANG 2052
Serial No. 97693

22-7-52

ANG 2052/97 693 44.

'G' Br. P. W. D.

Submitted with refa. to this Deptt u.o.p. 42 N/S dated 16-7-54.

2 In view of the P. & S.D. note p. 43 N/S dt. 21-7-54, receipt of the revised Rules regulating the Recognition of Associations of employees (Industrial & Non-industrial) of Govt., may be awaited.

27-7-54

27/7/54

19
F A.S. (I)

45 ANG 2052/68582

'G' Br. P.W.D.

Resubmitted with refce. to p. of S.D. U.O. P.43 NFS dt. 22/7/54.

2 These pps. may again be refd. U.O to the P. of S.D., with a request to state whether the orders revising regulations reg. recognition of associations of employers (industrial and non-industrial) of Govt., have since been issued. If the orders are issued, that Deptt. will please forward a copy thereof to this Deptt. if

if not, it will pl. indicate the time by which the orders are expected to be issued.

POLITICAL AND SERVICES DEPARTMENT
File No. PWD/ANG 2052
24 AUG 1954 6858
P
Serial No. 1744

Supdt.

PRS.D/P.

The question of issuing revised Rules regulating the recognition of Associations of Govt employees (Industrial and non-Industrial) is still under consideration

2. The papers may be returned to P.W.D with the above remarks.

U.O. A-S to P.W.D dt 31/8/54

ANG 2052/117625

'G' Br.

P. W. D.

Submitted with refer to this Deptt. U.O.R. p.46 dated 24-8-54.

2 In view of the P. & S.D. Note p.4,6 dated 28-8-54, receipt of the revised rules regulating the Recognition of Associations of employees (Industrial and non-industrial) of Govt., may be awaited.

10/9/54

4-9-54.

A.S. (I)

10/9

ANG 2052/117625 18

G. Br. P. W. D.

Resubmitted with refce. to notes on pp. 31-4/ ante.

2 Thise pps. may again be referred U.O. to the P. & S.D. with a request to state whether the orders revising regulations reg. recognition of associations of employees (industrial & non-industrial) of Govt., have since been issued If the orders are issued, that Deptt. will please forward copy thereof to this Deptt.

POLITICAL DEPARTMENT
File No. P.W.D. ANG 2052
P 13 OCT 1954 117625
Serial No. 20856.

11/10/54

11-10-54.

Note to the P. & S.D. dt. 12 Oct. 54

Issued 11/10 11/11

Supdt.

P&S.D|P 49

The question of devising Rules relating to the recognition of Associations of Govt Servants (Industrial and non-Industrial) is still under consideration of Govt.

A copy will be sent to P.W.D as soon as the orders are issued

The papers may be returned to P.W.D with the above remarks

11/11/54

P. W. D.
ANG 2052
Serial No. 15|116

15/11
A.S.

13-11-54

U.O.R to P.W.D dt 12/XI/54

ANG 2052/151110

50

'Q' Br.

p. w.o.

Submitted with refce. to this Deptt. u.o.r. P.48

dated the 12-10-54

2. In view of the p. & S.D. note overleaf, receipt of the copy of orders in the matter may be awaited.

18/11/54

18/11/54

And 16/11

18/11

Supdt

5)

ANG 2052/151110.

'G' Br. P.W.D.

Submitted.

2 These pps deal with the questim of recognitim of the Hubli Electric Supply Employees' Unim. Perusal is requested of the letter* dt. 18-11-54, From Vice-president, Hubli El. Supply Employees' Unim. In view of the Letters△ No. ANG 1054-G-1, dt. the 23/12/54 and No. ANG 1054 G.2, dt. the 23/12/54, no further actim is necy. on these papers and they may be recorded.

* Flg C (p.153) of ANG 1054 & 1 pp below

△ Slips B, C (p.7, p.11) of A's 1

(These pps were sent to the B.E. Board)

Spoken 4/1/55

A. S. (I)

4-1-55. Noted. Submitted.

7/1/55. To U.B. 5/1.

[redacted]

SEPARATOR

TRUE COPY OF THE THE RESOLUTION (TRANSLATED)

The committee regrets to note that the Union is not yet recognised even after the registration of the Union. As there are many objects to be fulfilled by the Union this committee earnestly request the Government to recognise the Union as early as possible."

-3-3

THE HUBLI ELECTRIC SUPPLY EMPLOYEES' UNION

Reg. No. 1011.

Hubli.
Date: 25th March 1952.

To

The Secretary to the Government,
Public Works Department,
Bombay.

Sub: Recognition of our Union by the Govt.

Dear Sir,

I have herewith enclosed a copy of the resolution passed by the managing committee of our Union requesting the Government to recognise the above Union under the Trade Unions' Act.

In this respect I beg to lay before you with special request to kindly take immediate actions to get our Union recognised as early as possible, because of many demands and greivances of the members of this Union to be settled which are still pending in the departmental files due to the only reason that the Union is not recognised by the Government.

This Union was registered on 9-2-1951, and the registered number is 1011.

I once again appeal to your good selves to do the needful in the matter at the earliest possible ~~date~~ date.

Thanking you in anticipation and hoping for early favourable reply,

I beg to remain,

Yours faithfully,

S. S. Kavanti

President,
The Hubli Electric Supply Employees' Union
Hubli.

N.B:- Copy forwarded to the Labour Officer, Southern Division, Kolhapur.

4

F.F

Chi F
2813
30

F 27/3

P. W. D.
File No. ANG. 2052
Serial No. 29801

Constitution and Rules of the Hubli Electric Supply Employees' Union.

N A M E.

1. The name of the Union shall be "The Hubli Electric Supply Employees' Union", and it shall be in the following rules be referred to as the union.

O B J E C T S.

2. (A) The objects of the Union shall be:-

(a) to organise and unite the persons engaged in the Hubli Electric Supply (P.W.D) and to regulate their relations with their employers;

(b) to secure to the members fair conditions of life and service;

(c) to try to prevent any reduction of wages, and if possible to obtain and increase whenever circumstances allow;

(d) to endeavour to settle disputes between employers and employees amicably so that a cessation of work may be avoided;,

(e) to try to redress the grievances of the members;

(f) to endeavour to provide against sickness, unemployment infirmity, old age and death;

(g) to endeavour to secure compensation for members in cases of accidents under the Workman's Compensation Act;

(h) to provide legal assistance to members in respect of matters arising out of, or incidental to their employment

(i) to endeavour to render aid to the members during any strike, brought about with the sanction of the Union, or a lock-out;

(j) to obtain information in reference to the Electric Supply Industry in India and outside;

(k) to co-operate and federate with organisations (of labour) particularly the Indian National Trade Union Congress, having similar objects in India and outside;

(l) to help, in accordance with the Indian Trade Union Act, the working classes in India and outside in the promotion of the objects mentioned in this Rule; and

(m) generally to take such other steps as may be necessary to ameleorate the social, economic, civiv and political conditions of the members including general and technical education of the members and their dependents;

ADMISSION OF ORDINARY MEMBERS.

ny person employed in the Hubli Electric Supply (P.W.D.) who has attained the age of fifteen years shall be entitled to become and ordinary member of the Union on payment of an admission fee of Re.1/-, and a monthly subscription of annas eight and whose basic pay is more than Rs.50/- per month four annas whose basic pay is less than Rs. 50/- per month provided he agrees to abide by the Rules abd Bye-laws that may be made by the Union from time to time.

ADMISSION OF HONORARY MEMBERS.

4. Persons who are not eligible to become ordinary members of the Union, may be admitted as Honorary Members of the Union for the purpose of being elected or co-opted to the Managing Committee and they shall be Honorary Members of the Union during the period of their office; Subject to the provisions of Section 22% of the - Indian Trade Union Act, their number shall not exceed five.

FINES AND FORFEITURES.

5. A member failing to pay his monthly subscription for six months with the permission of the Managing Committee or three mont without the permission of the said Committee, shall cease to be a member of the Union. But he shall be entitled to rejoin the Union on paying his arrears and a fresh entrance fee.

BENEFITS.

6. No member of the Union shall be entitled to any benefits that the Union may decide to give its members unless he has been a member for at least three months and has paid all contributions

7. A member of the Union who is in arrears with his subcript or dues, shall not be entitled to any benefits until all arears have been paid, and a period of two months has elapsed from the date of payment of such arrears.

8. Should the members of the Union go on strike withou the sanction or approval of the Managing Committee, they shall not entitled to any benefits whatever.

REGISTER OF MEMBERS.

9. The Union shall keep a register of all its members ing their names and particulars of their place of work, dir residence, etc.,

10. The register shall be open to inspection by any mber Officer of the Union at the head Office of the Union dur ng the hours on any week day excluding holidays.

OFFICE BEARERS.

11. The Union will have a president, Vice-president, Geal Secretary, Joint Secretary and a Treasurer. All of th shall be elected at the Annual General Meeting of the Union and they all eligible for re-election. The President, the General Cretary a the Joint Secretary alone may be outsiders.

MANAGEMENT OF THE UNION:

12. The Managing Committee:- Subject to the provisions o Sec of the Indian Trade Union's Act, 1926, the affairs of the Union, Financial and otherwise, shall be conducted by a Maning Commit consisting of the Office-bearers and not less than fe and not than twelve other members elected at the Annual Genel Meeting.

Limitation of Powers:- The Managing Committee is authori to expend upto Rs.25/-. Above this limit, the Managg Comittee shall receive the approval of the General Body by gning a vote majority.

VACANCIES AND REMOVALS.

13. Should any vacancy occur among the office-barers or the members of the Managing Committee it shall be filld by the fille by the Managing Committee by Co-option.

14. Any office-bearer of the Union or a member of its Managing Committee can be removed by the General Meeting of the members by a three-fourths majority for committing any fraud or having acted --- against the interest of the Union provided the office-bearer or the members to be removed is given adequate opportunity to explain his conduct.

MEETING OF THE MANAGING COMMITTEEE.

15. The Managing Committee shall meet once a quarter of such days and at such place be fixed by the General Secretary in consultation with the President.

16. The presence of at least one-third members of the Managing Committee shall be necessary to form a quorum. No quorum is --- necessary for adjourned meetings.

17. At least three days notice shall be given for a Managing Committee Meeting.

DUTIES OF THE OFFICE-BEARERS.

18. The Presidents and the Vice-Presidents:- The President shall preside over all meetings of the Union and the Managing Committee, preserve order, sign all minutes and shall be allowed to give ---- casting vote only. The President shall have power, if necessary, to call Special Meeting of the Managing Committee or of the Union whenever necessary. The Vice-Presidents shall function in place of the President in his absence.

19. The General Secretary:- The General Secretary shall take minutes of all Union and Committee Meetings, conduct all correspondence, convene all meetings, keep all accounts, exercise a --- supervision over the affairs of the Union and shall also keep a correct account of all receipts and expenditure. He shall prepare a balance-sheet annually showing clearly every item of receipts and expenditure. He shall be responsible for submitting to the Registrar of the Trade Unions all returns and notices that should be sent to that Officer under the Indian Trade Union Act, 1926. He shall have power to engage in consultation with the President and subject to the approval of confirmation of the Managing Committee, and assistant for organising and clerical purposes if he considers necessary, and such assistant shall be under the control of the General ---- Secretary.

19 (A) The Joint Secretary:- The joint Secretary shall generally help the General Secretary in his work and shall perform all his intrim in his absence.

20. The Treasurer:- The Treasurer shall be responsible for all sums of money which may from time to time be paid into the Union and for duly banking them. He shall make payments towards all --- expenditure sanctioned by the Managing Committee. He shall not have the power to draw money from the Bank without first having the cheque signed by the President or the General Secretary.

GENERAL MEETING MEETINGS.

21. There shall be held in the month of January, an annual General Meeting of all the members of the Union to transact the following business:-

(a) To adopt the report of the work done by the Union audited statement of accounts;

(b) To elect the office-bearers and other members Managing Committee for the current year; a

(c) To transact such other business as may be

(c) forward with the permission of the President.

22. The President may call a General Meeting of the members of the Union whenever he thinks necessary and shall call it on a requisition signed by one-fourth of the total strength of the Union within seven days of the receipt of the requisition.

23. At least seven days' notice shall be given to the members for a General Meeting.

24. The presence of at least one third number of the members shall be necessary to form a quorrum at a General Meeting.

GENERAL FUNDS.

25. The General Funds of the Union shall consist of the subscriptions from members, donations etc., they shall be deposited in a Bank or Banks approved by the Managing Committee, in the name of the Union and the amount may be operated by the Treasurer and the General Secretary or President. The General Secretary, or the treasurer shall not keep more than Rs. 10/- with him for current expenses.

OBJECTS ON WHICH THE GENERAL FUNDS MAY BE EXPENDED.

26. Subject to the Provisions of Section 15 of the Indian Trade - Union Act, the General funds of the Union shall not be spent on any other objects than the following, namely:-

(a) The payment of salaries, allowances and expenses to officers of the Union;

(b) The payment of expenses for the administration of the Union including audit of the accounts of the General -- Funds of the Union;

(c) The prosecution or defence of any legal proceedings to which the Union or the member thereof is a party when -- such prosecution or defence is undertaken for the purpose of securing or protecting any rights of the Union as such or any right out of the relations of any member with his employer or with a person whom the member employs;

(d) The conduct of trade disputes on behalf of the Union or any member thereof;

(e) The compensation of members for loss arising out of trade disputes;

(f) Allowances to members or their dependents on accounts of death, oldage, sickness, accidents or unemployment of -- such members;

(g) The issue of, or the undertaking of liability under policies of insurance on the lives of members, or under policies insuring members against sickness, accidents or unemployment;

(h) The unkeep of a periodical published mainly of the purpose of discussing questions affecting employers or workmen as such.

(i) The payment, in furtherence of any of the objects on which the General Funds of the Union may be spent, or contributions to any cause intended to benefit workmen in general, provided that the expenditure in respect of such contributions in any financial year shall not at any time during the year be in excess of one-fourth of the combined total of the gross income which has ppto

that time accrued to the general funds of the Union during that year qnd of the balance at the credit of those funds at the commencement of that year; and

(j) Subject to any condition contained in the notification any other object notified by the appropriate Government in the official Gazette.

ANNUAL AUDIT.

27. The Union shall make due provision for the annual audit of the accounts of the Union by competent auditors appointed by the Managing Committee in accordance with Rule 18 of the Bombay Trade Unions Regulations, 1927.

INSPECTION OF BOOKS OF ACCOUNTS.

28. The books of accounts of the Union shall be open to the inspection of any member or officer at the office of the Union during the office hours on any week day excluding holidays.

AMENDMENT OF RULES.

29. The Rules may be amended, altered, replaced, rescinded or added to at any time by a majority of the members present at a general Meeting provided previous notice of at least seven days is given to the members of the proposed alterations.

DISSOLUTION OF THE UNION.

30. The Union shall not be dissolved except by the vote of a majority of three-fourths members present at a General Meeting called for the purpose, provided that the total number of votes cast such a meeting is not less than two-thirds of the total number of members then on the rolls of the Union.

The Funds of the Union after meeting all the liabilities shall be disposed off in accordance with the decision of the dissolution meeting.

-----oOo-----

15

THE HUBLI ELECTRIC SUPPLY EMPLOYEES' UNION (Regd).

Reg. No. 1011.

HUBLI
Date. 1st April 1952.

URGENT

To

The Secretary to the Government,
Public Works Department,
Bombay.

Sub: Recognition of our Union

Dear Sir,

We are sending herewith a copy of the Constitution and Rules (under which ~~above~~, our Union is registered by the Registrar of Trade Unions, Bombay State) of our Union for your reference as required by you. This is an accompaniment to our letter dated 25th March 1952. P. 3

I hope you will acknowledge the same and do the needful in the matter as early as possible. This is most urgent because a number of the grieviences of our members are pending since long

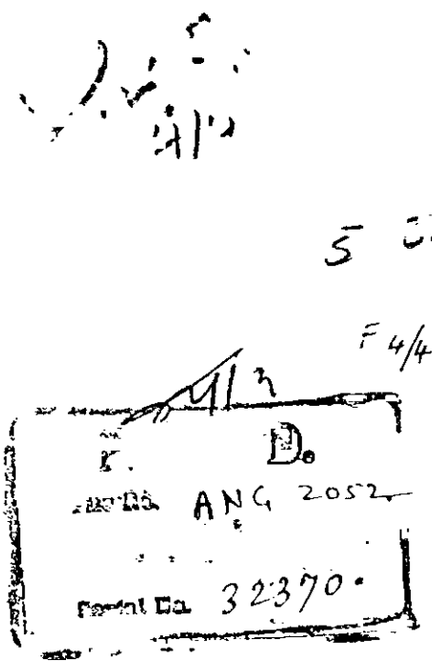
I beg to remain,

Yours faithfully,

Gen. Secretary.

for President,
The Hubli Electric Supply Employees' Union, Hubli.

16



1) ~~19~~ ANG 2052
32370

No. ANG 2052 F.

P.W.D.,
B.C. (Bday No. 1),
~~17~~ 21st April 1952.

To

The President,
Hubli El. Supply Employees' Union,
Hubli.

Subject:- Recognition of the Hubli El. Supply Employees Union.

Sir,

With refce. to your letter P.15 ~~No. 10th~~ dated the 1-4-1952, I am directed to state that the copy of the Constitution and Rules forwarded by you is not in conformity with the "Model Rules" framed by this Govt. ~~As Govt. Servants of this State, the Constitution and Rules of your Union are required to be framed in accordance with the Rules laid down by this Govt.~~ I am, therefore, to request you please to redraft the constitution and Rules on the basis of the "Model Rules" and to forward them to Govt. for approval through the Elec. Engr. to Govt. and not direct.

Yours faithfully,

Asstt. Secy. to the Govt. of Bday,
P.W.D.

D.A.- Nil

Copy

Copy forwarded to the Elect. Engr. to Govt. for information with reference to Govt. Endt. No. ANG 2051 F, dated the 29-8-1951.

× Flag A
ANG 2051
pp. 103-104

IM
12/4/52.

No. ANG 2052 F.

Public Works Department,
Bombay Castle (Bombay No.1),
21st April 1952.

From

The Assistant Secretary to the Government of Bombay,
Public Works Department.

To

The President,
Hubli Electric Supply Employees' Union,
Hubli.

Subject:- Recognition of the Hubli Electric Supply Employees Union.

....

Sir,

With reference to your letter dated the 1st April 1952, I am directed to state that the copy of the Constitution and Rules forwarded by you is not in conformity with the "Model Rules" framed by this Government. I am, therefore, to request you please to redraft the constitution and Rules on the basis of the "Model Rules" and to forward them to Government for approval through the Electrical Engineer to Government and not direct.

Yours faithfully,

Assistant Secretary to the Government of Bombay,
Public Works Department.

3
SAM.
21/4/52.

D.A.-Nil.

Copy .....

Copy forwarded to the Electrical Engineer to Government for information with reference to Government Endorsement No. ANG 2051 F, dated the 29th August 1951.

ISSUED

22-2

Copy forwarded with compliments to the Minister for Public Works Department with a request to expedite the department in the recognition of our Union.

Hubli
21-7-52

S. B. Dharwar

PRESIDENT,
The Hubli Electric Supply Employees' Union, Bombay. Hubli.

M. Pwd
AUG 2052
F
2517
P. W. D.
AUG 2052
Serial No. 69587
F

24-7-52

21.

To

The Secretary to the Government,
Public Works Department,
BOMBAY.

Subject: Recognition of our Union.

Dear Sir,

In continuation of our letter dated the 4th July 1952 on the above subject, I have to state that it is very much regretted that your department has not yet granted recognition to our union inspite of the fact that more than three months have elapsed after we submitted our application to you. In this connection, we have to invite your attention to Government Resolution, Political & Services Department No. [illegible] dated [illegible] Sept. 1934 for recognition of Government industrial employees according to which recognition will be accorded if the following conditions are fulfilled:-

" (i) It must consist of a distinct class of Government employees,

(ii) All Government employees of the same class must be eligible for membership

(iii) It must be registered under the Indian Trade Unions Act, 1926."

Our Union has been registered under the said Act (our registration number being 1011) and from Rules 2(a) and 3 of our Constitution already sent to you, it is seen that the first two conditions have also been fulfilled. There should not, therefore, be any objection to our Union to accord sanction-recognition.

As regards changing the Constitution of our Union on the lines of the copy of rules sent by you, we have already pointed out that it is not possible to do so as our Constitution has been already registered under the Indian Trade Unions Act, 1926 - a Central Act. Moreover the copy of rules sent by you is suitable for associations of non-industrial workers whereas ours is a union of industrial workers. We would, therefore, request you not to insist on any changes in our Constitution and as pointed out above, such changes are not necessary also as we have already complied with the primary conditions for recognition.

There has been wide-spread discontent among the workers on account of the delay in the recognition of our union as we can not proceed with our various demands which are of urgent nature unless the recognition is granted. The workers are apprehending that the grant of recognition is purposely delayed with a view to delaying the consideration of or warding off their legitimate demands put forward nearly a year back. You are, therefore, requested to accord recognition to our Union at a very early date.

A copy of this letter has been endorsed to the Minister for Public Works Department for information.

Yours faithfully,

S.B. Rao

President,
The Hubli Electric Supply Employees' Union, Hubli.

Hubli
5-7-1952.

23 ✗

To:

The Secretary to the Government,
Public Works Department,
BOMBAY.

Subject: Recognition of our Union.

Dear Sir,

In continuation of our letter dated the 4th July 1952 on the above subject, I have to state that it is very much regretted that your department has not yet granted recognition to our union inspite of the fact that more than three months have elapsed after we submitted our application to you. In this connection, we have to invite your attention to Government Resolution, ~~Political & Services Department No. 989/33~~ dated 17th Sept. 1934 for recognition of Government industrial employees according to which recognition will be accorded if the following conditions are fulfilled:-

" (i) It must consist of a distinct class of Government employees,

(ii) All Government employees of the same class must be eligible for membership

(iii) It must be registered under the Indian Trade Unions Act, 1926."

Our Union has been registered under the said Act (our registration number being 1011) and from Rules 2(a) and 3 of our Constitution already sent to you, it is seen that the first two conditions have also been fulfilled. There should not, therefore, be any objection/to our Union.

/ to accord recognition sanction

As regards changing the Constitution of our Union on the lines of the copy of rules sent by you, we have already pointed out that it is not possible to do so as our Constitution has been already registered under the Indian Trade Unions Act, 1926 - a Central Act. Moreover the copy of rules sent by you is suitable for associations of non-industrial workers whereas ours is a union of industrial workers. We would, therefore, request you not to insist on any changes in our Constitution and as pointed out above, such changes are not necessary also as we have already complied with the primary conditions for recognition.

There has been wide-spread discontent among the workers on account of the delay in the recognition of our union as we can not proceed with our various demands which are of urgent nature unless the recognition is granted. The workers are apprehending that the grant of recognition is purposely delayed with a view to delaying the consideration of or waiving off their legitimate demands put forward nearly a year back. You are, therefore, requested to accord recogni to our Union at a very early date.

A copy of this letter has been sent to the Minister for Public Works Department for information.

Yours faithfully,

S. B. Dewoyn

President,
The Hubli Electric Supply Employees' Union, Hubli.

Hubli.
5/7/1952.

25 B

ANG 2052
65570

No. ANG 2052 F.

P.W.D.,
B.C. (B'day No. 1),
31st July 1952.

To

The President,
Hubli Electric Supply Employees
Union, Hubli.

Subject:— Recognizing the Hubli
El. Supply Employees
Union.

P.1

Sir,

With refce. to your letter which, dated the 5-7-1952, a copy of which has been endorsed to the Minister for Public Works, I am directed to inform you that Govt. consider it necy. that the Rules of all Unions under this Govt. should be uniform. It is, therefore, desirable that the Hubli El. Supply Employees Union should also frame its Rules based on the "Model Rules". I am, therefore, to request you please to forward to Govt. draft Constitution and Rules of the Union based on "Model Rules" through the Elect. Engr. to Govt.

The

X Case submitted separately to S.A.S. on 28-7-52.

K No

The question of recognizing the Union will be taken thereafter

Yours faithfully,

Asstt. Secy to the Govt. of Bihar, P.W.D. D.A. – Nil.

Copy forwarded to the Chief Engr. to Govt. for information.

29/7/52

29/7

27

No.ANG 2052 F.

Public Works Department,
Bombay Castle (Bombay No. 1),
31st July 1952.

From

The Assistant Secretary to the Government of Bombay,
Public Works Department.

To

The President,
Hubli Electric Supply Employees Union,
Hubli.

Subject:-Recognizing the Hubli Electric Supply Employees Union.

Sir,

With reference to your letter dated the 5th July 1952, a copy of which has been endorsed to the Minister for Public Works, I am directed to inform you that Government considers it necessary that the Rules of all Unions under this Government should be uniform. It is desirable that the Hubli Electric Supply Employees Union should also frame its Rules based on the "Model Rules". I am, therefore, to request you please to forward to Government draft Constitution and Rules of the Union based on "Model Rules" thrcugh the Electrical Engineer to Government. The question of recognizing the Union will be taken thereafter.

Yours faithfully,

Assistant Secretary tothe Government of Bombay, Public Works Department.

Issued from Poona
G.L. to the Union only.
1/8/52.

D.A:-Nil.

31.7.52

Copy....

W'

Copy forwarded to the Electrical Engineer to Government for information.

4/8/52

3
VA/31/7/52.

Constitution and Rules of "The Hubli Electric Supply Employees' Union."

N A M E

1 The name of the Union shall be "The Hubli Electric Supply Employees' Union" and in the following rules be referred to as the 'Union'.

O B J E C T S.

2. The objects of the Union shall be:-

(a) to organise and unite the persons engaged in the Hubli Electric Supply, P.W.D., and to regulate their relations with their employees;

(b) to secure to the members fair conditions of life and service;

(c) to try to prevent any reduction of wages, and if possible, to obtain and increase whenever circumstance allow;

(d) to endeavour to settle disputes between employers and employees amicably so that a cessation of work may be avoided.

(e) to try to redress the grievances of the members;

(f) to endeavour to provide against sickness, unemployment infirmity, old age and death;

(g) to endeavour to secure compensation for members in cases of accidents under the workmen's Compensation Act;

(h) to provide legal assistance to members in respect of matters arising out of, or incidental to their employment;

(i) to endeabour to render aid to the members during any strike, brought about with the sanction of the Union, or a loack-out;

(j) to obtain information in reference to the electric Supply industry in India and outside;

(k) to co-operate and federate with organisations (of labour) particularly the Indian National Trade Union Congress, having similar objection in India and Outside;

(l) to help, ~~the~~ in accordance with the Indian Trade Union Act, the working classes in India and Outside in the Promotion of the objects mentioned in this Rule;and

(m) generally to take such other steps as may be necessary to ameliorate the social, economic, civic and political conditions of the members including general and techinical education of the members and their dependants.

ADMISSION OF ORDINARY MEMBERS.

3. Any person employed in the Hubli Electric Supply P.W.D., who has attained the age of fifteeen years shall be entitled to become an ordinary member of the Union on payment of an admission fee of Re. 1/- and a monthly subscription of annas eight (whose basic pay is more than Re. 50/- per month) and annas four (whose basic pay is less than Re. 50/- per month) provided he agrees to abide by the Rules and bye-laws that may be made by the Union from time to time.

ADMISSION OF HONORARY MEMBERS

4. Persons who are not eligible to become ordinary me of the Union, may be admitted as Honorary members of the Unio for the purpose of being elected or co-opted to the Managing Committee and they shall be honorary members of the Union during the period of their Office; subject to the provisions of Section 22 of the Indian Trade Unions Act, their number shall not exceed five.

FINES AND FORFEITURES.

5. A member failing to pay his monthly subscription for six months with the permission of the Managing Committee or three months without the permission of the said Committee, shall cease to be a member of the Union. But he shall be entitled to rejoin the Union on paying his arrears and a fresh entrance fee.

B E N E F I T S.

6. No member of the Union shall be entitled to any benefits that the Union may decide to give to its members unless he has been a member for at least three months and has paid all contributions.

7. A member of the Union who is in arrears with his subscription or dues, shall not be entitled to any benefits until all arrears have been paid, and a period of two months has elapsed from the date of payment of such arrears.

8. Shoudd the members of the Union go on strike without the sanction or approval of the Managing Committee, they shall not be entitled ot any benefits wha tever.

REGISTER OF MEMBERS.

9. The Union shall keep a register of all its members contai ning their names and particulars of their place of work, thei residence, etc.

10. The register shall be open to inspection by any member or Officer of the Union at the Head Office of the Union durin Office hours on any week day excluding holidays.

OFFICE BEARERS.

11. The Union shall have a president, a vice-president, General Secretary, Joint Secretary and a Treasurer. All them shall be elected at the Annual General Meeting of th Union and they shall be eligible for re-election. The President, the General Secfetary and the Joint Secretary alon may be outsiders.

MANAGEMENT OF THE UNION.

12 (a) The Managing Committee:- Subject to the provisions of Sec. 21 of the Indian Trade Unions' Act, 1926 the affairs of the Union, financial and otherwise, shall be conducte by a Managing Committee consisting of the Office-bearers not less than five and not more than twelve other members ed at the Annual General Meeting.

12. (b) Limitation of Powers:- The Managing Committee authorised to expend upto Rs. 25/- . Above this limit, t Managing Committee shall receive the approval of the Gene Body by signing a vote of majority.

VACANCIES AND REMOVALS.

13. Should any vacancy occur among the office-bearers members of the Managing Committeeit shall be filled by Managing Committee by co-option.

22. The President may call a General Meeting of the members of the Union whenever he thinks necessary and shall call it on a requisition signed by one-fourth of the total strength of the Union within ten days of the receipt of the requisition. The requisition meeting shall be called after 7 days' notice.

23. Atleast sevendays' notice shall be given to the members for a General Meeting.

24. The presence of at least one-third number of the members shall be necessary to form a quorrum at a General Meeting.
s

GENERAL FUNDS.

25. The General Funds of the Union sha ll consist of the Subscriptions from members, donations etc. They shall be deposited in a Bank or Banks approved by the Managing Committee, in the name of the Union and the amount may be operated by the Treasurer and the General Secretary or the President. The General Secretary, or the Treasurer shall not keep more than Rs. 10/- with him for current expenses.

OBJECTIONS ON WHICH THE GENERAL FUNDS MAY BE EXPENDED

26. Subject to the Provisions of Section 15 of the Indian Trade Unions Act, the General funds of the Unionsshall not be spent on any other objects than the following namely:-

(a) the payment of salaries allowances for the Officers of the Union;

(b) the payment of expenses for the administration of the Union including audit of the accounts of the General Funds of the Union;

(c) the prosecution or defence of any legal proceedings to which the Union or any member therefo is a party when such prosectuion ordefence is undertakedn for the purpose of securing or protecting any rights of the Union as such or any rights arising out of the relations of any member with his employer or with a person whom the member employs;

(d) the conduct of trade disputes on behalf of the Union or any member thereof;

(e) the compensation of members for loss arising out of trade disputes;

(f) allowancew to members or their dependants on accounts of death, oldage, sickness, accidents or unemployment of such members;

(g) the issue of, or the Undertaking of liability under policies of assurances on the lives of members, or under policies insuring members against sickness, accidants or unemployment;

(h) the upkeep of a periodical published mainly for the purpose of discussing questions affecting employers or workmen as such.

(i) the payment, in furtherance of any of the objects on cwhich the general funds of the Union may be spent, of contributions to any cause intended to benefit Wrokmen in general, provided that the expenditure in respect of such contributions in any financial year shall not at any time during the year be in excess of one-fourth of the combined total of the gross income which has upto that time accured to the genera funds of the Union during that year and of the balan atthe credit of those funds at the commencement of that year ; and

(j) subject to any condition contained in the notification, any other object notified by the ppropriate Government in the Official Gazette.

ANNUAL AUDIT.

27. The Union shall make due provision for the annual audit of the accounts of the Union by competent auditors appointed by the Managing Committee in accordance with Rule 18 of the Bombay Trade Unions Regulations, 1927.

INSPECTION OF BOOKS OF ACCOUNTS.

28. The books of accounts of the Union shall be open to the inspection of any member or officer at the Office of the Union during the office hours on any week day excluding holidays.

AMENDMENT OF RULES.

29. The Tules may be amended, altered, replaced, rescinded or added to at any time by a majority of the members present at a General Meeting provided previous notice of at least seven days is given to the members of the proposed alterations

DISSOLUTION OF THE UNION.

30. The Union shall not be dissolved except by the vote of a majority of three-fourths members present at a General Meeting called for the purpose, provided that the total number of votes cast at such a meeting is not less than two-thirds of the total number of members then on the rolls of the Union.

The Funds of the Union after meeting all the liabilities of shall be disposed off in accordance with the decision of the dissolution meeting.

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39

HUBLI ELECTRIC SUPPLY EMPLOYEES' UNION, HUBLI

Hubli

Date:- 9th August, 195

To,

The Assistant Secretary to the Govt. of Bombay,

Public Works Department, Bombay.

Subject:- Recognising the Hubli Electric Employees' Union, Hubli.

Sir,

pp. 27-28

With reference to your letter No.ANG. 2052 F dated 31st July 1952 on the subject noted above, I have the honour to state that a copy of the constitution of our union has al-ready been sent to your office along with our letter dated 1-4-1952. However, to avoid inconvenience, one more copy of the same has this day been forwarded to you through the Electrical Engineer, Hubli.

pp 5-13

In the meantime, I am sending herewith an advance copy of the said constitution for your information. It may please be noted that the constitution of the Union has been based on the model rules.

pp 29-37

As the matter has been sufficiently delayed, early action may kindly be taken.

Yours faithfully,

S.B. [illegible]

President,

Hubli Electric Supply Employees' Union, Hubli.

Forwarded with compliments through the Electrical Engineer to the Govt. of Bombay Public Works Dept, Secretrait, Bombay along with 2 enclosures.

ANG 2052
75568

40

P. W. D.

F. 20

Receipt of the original communication from the Chief Engr. to Govt. may be awaited.

18/8/52. 18/8/52

S. A. S.

F. P.

5 8 . . .

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11-8

P. W. D.
File No. ANG 2052
Item No. 75568

F.
12-8

41 Hubli Electric Supply Employees' Union, Hubli.

Hubli
18:9:1952

To,

The Asst. Secretary to the Govt. of Bombay,
P. W. D. Bombay

Sub: Recognition of the Hubli Electric
Supply Employees Union, Hubli

Sir,

I have the honour to invite your attention to my letter dated 9-8-52 [illegible] 39 and request you for an early reply in the matter, as the same is long pending.

Yours faithfully
S. B. Dwaram
President.

A Letter. ANG 2052

88494

No. ANG 2052 F.

P. W. D.,

To B. C. (Bbay No. 1),

The Elcl. Engr. to Govt. 6th Octr. 1952

Subject:- Recognition to the Hubli Electric Supply Employees Union.

I am directed to invite your attention to letter, dated the 9-8-52, from the President, Hubli Electric Supply Employees Union, addressed to Govt. and forwarded through you, and to

to request you please to forward it to Govt., along with your remarks, at an early date.

By order etc.

~~Yours faithfully,~~

Asstt. Secy. to the Govt. of Bihar,
P.W.D.

3-10-52.

D.A.—Nil

ISSUED
Date 7-10-52

Hubli Electric Employees Union Hubli.

107

Dated :- 1st October 1952.

To,

The Honourable Minister, P.W.D.
Secretariat,
Bombay.

To,

The Honourable Minister,
Labour,
Government of Bombay,
Bombay.

Sir,

There has been a peculiar complication about the Status of the Union of the workers employed in the Hubli Electric Supply Copany, now, an undertaking manned and managed by the Government of Bombay.

The complication arises out of various and diffi interpretations put by different Officers on the differ G.Rs. on the subject.

It is also to be noted that the anamalous posi of the Hubli Electric Supply Company has also contribut and added to the complications.

The result of all these legal anamolies has be that the employees do not know how they stand and whom should approach for the redress of their common and ju grievances.

therefore

It is found desirable and necessary that ther should be a joint meeting of the representatives of the employees with the Minister(Honoubable Minister) for and Honourable Minister for Labour which alone will affo the tiding ~~xxxxx~~ over of the technical difficulties h have arrested the progress of the redressal of the ri of the Employees.

See P.W.D. for remarks 7/10/52

It may be noted that the demands by themsive quite ordinary and of a routine character and when an may not take long to decide, but it is the prelimae that have obstructed the progress, and feeling of ec is developing among the workers, which is certainly t desirable ~~xxxxxx~~ for better and efficient workng public UTility Concern.

It will not be out of of place if I prope common meeting as suggested above of the three pti about 14th of October 52, and in the meantime imp possible for you to secure the papers on the subc

Please therefore let me know if the da ps by me suits you.

Yours Faithfully

President
Hubli Electric Employees
Union Hubli.

P. W. D.

~~LHB 2452~~

ANG 2052

94674

P.W.D

Acknowledged

Constitution and Rules of "The Hubli Electric Supply Employees' Union."

NAME

1 The name of the Union shall be "The Hubli Electric Supply Employees' Union" and in the following rules be referred to as the 'Union'.

OBJECTS.

2. The objects of the Union shall be:-

(a) to organise and unite the persons engaged in the Hubli Electric Supply, P.W.D., and to regulate their relations with their employees;

(b) to secure to the members fair conditions of life and service;

(c) to try to prevent any reduction of wages, and if possible, to obtain and increase whenever circumstance allow;

(d) to endeavour to settle disputes between employers and employees amicably so that a cessation of work may be avoided.

(e) to try to redress the grievances of the members;

(f) to endeavour to provide against sickness, unemployment infirmity, old age and death;

(g) to endeavour to secure compensation for members in cases of accidents under the workmen's Compensation Act;

(h) to provide legal assistance to members in respect of matters arising out of, or incidental to their employment;

(i) to endeabour to render aid to the members during any strike, brought about with the sanction of the Union, or a loack-out;

(j) to obtain information in reference to the electric Supply industry in India and outside;

(k) to co-operate and federate with organisations (of labour) particularly the Indian National Trade Union Congress, having similar objection in India and Cutside;

(l) to help, ~~the~~ in accordance with the Indian Trade Union Act, the working classes in India and Outside in the Promotion of the objects mentioned in this Rule;and

(m) generally to take such other steps as may be necessary to ameliorate the social, economic, civic and political conditions of the members including general and technical education of the members and their dependants.

ADMISSION OF ORDINARY MEMBERS.

3. Any person employed in the Hubli Electric Supply P.W.D., who has attained the age of fifteeen years shall be entitled to become an ordinary member of the Union on payment of an admission fee of Re. 1/- and a monthly subscription of annas eight (whose basic pay is more than Re. 50/- per month) and annas four (whose basic pay is less than Re. 50/- per month) provided he agrees to abide by the Rules and bye-laws that may be made by the Union from time to time.

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4. Persons who are not eligible to become ordinary members of the Union, may be admitted as Honorary members of the Union for the purpose of being elected or co-opted to the Managing Committee and they shall be honorary members of the Union during the period of their Office; subject to the provisions of Section 22 of the Indian Trade Unions Act, their number shall not exceed five.

FINES AND FORFEITURES.

5. A member failing to pay his monthly subscription for six months with the permission of the Managing Committee or three months without the permission of the said Committee, shall cease to be a member of the Union. But he shall be entitled to rejoin the Union on paying his arrears and a fresh entrance fee.

B E N E F I T S.

6. No member of the Union shall be entitled to any benefits that the Union may decide to give to its members unless he has been a member for at least three months and has paid all contributions.

7. A member of the Union who is in arrears with his subscription or dues, shall not be entitled to any benefits until all arrears have been paid, and a period of two months has elapsed from the date of payment of such arrears.

8. Should the members of the Union go on strike without the sanction or approval of the Managing Committee, they shall not be entitled ot any benefits whatever.

REGISTER OF MEMBERS.

9. The Union shall keep a register of all its members containing their names and particulars of their place of work, their residence, etc.

10. The register shall be open to inspection by any member or Officer of the Union at the Head Office of the Union during Office hours on any week day excluding holidays.

OFFICE BEARERS.

11. The Union shall have a president, a vice-president, a General Secretary, Joint Secretary and a Treasurer. All of them shall be elected at the Annual General Meeting of the Union and they shall be eligible for re-election. The President, the General Secretary and the Joint Secretary alone may be outsiders.

MANAGEMENT OF THE UNION.

12 (a) The Managing Committee:- Subject to the provisions of Sec. 21 of the Indian Trade Unions' Act, 1926 the affairs of the Union, financial and otherwise, shall be conductted by a Managing Committee consisting of the Office-bearers and not less than five and not more than twelve other members elected at the Annual General Meeting.

12. (b) Limitation of Powers:- The Managing Committee is authorised to expend upto Rs. 25/- . Above this limit, the Managing Committee shall receive the approval of the General Body by signing a vote of majority.

VACANCIES AND REMOVALS.

13. Should any vacancy occur among the office-bearers or the members of the Managing Committeeit shall be filled by the Managing Committee by co-option.

14. Any Office-bearer of the Union or a member of its Managing Committee can be removed by the General Meeting of the members by a three-fourths majority ofor committing any fraud or having acted against the interest of the Union provided the Office bearer or the members to be removed is given adequate oppurtunity to explain his conduct.

MEETING OF THE MANAGING COMMITTEE.

15. The Managing Committee shall meet once a quarter on such days and at such place as may be fixed by the General Secretary in consultation with the President.

16. The presence of atleast one-third members of the Managing Committee shall be necessary to form a quorum. No quorum is necessary for adjourned meetings.

17. At least three days' notice shall be given for a Managing Committee meeting.

DUTIES OF THE OFFICE-BEARERS.

18. The President and the Vice-President:- The President shal preside over all meetings of the Union and the Managing Committee, preserve order, sign all minutes and shall be allowed to giv a casting vote only. The President shall have power, if necessary; to call Special Meeting of the Managing Committee or of the Union whenever necessary. The Vice-President shall function in place of the President in his absence.

19. The General Secretary:- The General Secretary shall take minutes of all Union and Committee Meetings, conduct all correspondence, convene all meetings, keep all accounts, exercise a supervision over the affairs of the Union and shall keep a correct account of all receipts and expenditures. He shall also prepare a balance-sheet annuall, showing clearly every item of receipts and expenditure. He shall be responsible for submitting to the Registrar of Trade Unions all returns and notices that should be sent to that Officer under the Indian Trade Unions Act, 1926. He shall have power to engage in consulation of the Managing Committee, any assistant for organising and clerical purposes if he considers necessary, and such assistant shall be under the control of the General Secretary.

19. (a) The Joint Secretary:- The Joint Secretary shall generally help the General Secretary in his work and shall perfo all his duties in his absence.

20. The Treasurer:- The Treasurer shall keep responsible for all sums of money which may from time to time be paid into the Union and for duly banking them. He shall make payments towards all expenditure sanctioned by the Managing Committee. He shall not have the power to draw money from the Bank without first having the cheque signed by the President or the General Secretary.

GENERAL BODY MEETINGS.

21. There shall be held in the month of May, an Annual General Meeting of all the members of the Union to transact the followin business:-

(a) To adopt the report of the work done by the Union and the audited statement of accounts;

(b) To elect the Office-berarers and other members of the Managing Committee for the current year; and

(c) To transact such other business as may be brought forward with the permission of the President.

22. The President may call a General Meeting of the members of the Union whenever he thinks necessary and shall call it on a requisition signed by one-fourth of the total strength of the Union within ten days of the receipt of the requisition. The requisition meeting shall be called after 7 days' notice.

23. At least sevendays' notice shall be given to the members for a General Meeting.

24. The presence of at least one-third number of the members shall be necessary to form a quorrum at a General Meeting.
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GENERAL FUNDS.

25. The General Funds of the Union sha ll consist of the Subscriptions from members, donations etc. They shall be deposited in a Bank or Banks approved by the Managing Committee, in the name of the Union and the amount may be operated by the Treasurer and the General Secretary or the President. The General Secretary, or the Treasurer shall not keep more than Rs. 10/- with him for current expenses.

OBJECTIONS ON WHICH THE GENERAL FUNDS MAY BE EXPENDED

26. Subject to the Provisions of Section 15 of the Indian Trade Unions Act, the General funds of the Unionsshall not be spent on any other objects than the following namely:-

(a) the payment of salaries allowances for the Officers of the Union;

(b) the payment of expenses for the administration of the Union including audit of the a ccounts of the General Funds of the Union;

(c) the prosecution or defence of any legal proceedings to which the Union or any member therefo is a party when such prosectuion ordefence is undertakedn for the purpose of securing or protecting any rights of the Union as such or any rights arising out of the relations of any member with his employer or with a person whom the member employs;

(d) the conduct of trade disputes on behalf of the Union or any member thereof;

(e) the compensation of members for loss arising out of trade disputes;

(f) allowancew to members or their dependants on account of death, oldage, sickness, accidents or unemployment of such members;

(g) the issue of, or the Undertaking of liability under policies of assurances on the lives of members, or under policies insuring members against sickness, accidants or unemployment;

(h) the upkeep of a periodical published mainly for the purpose of discussing questions affecting employers or workmen as such.

(i) the payment, in furtherance of any of the objects on which the general funds of the Union may be spent, o contributions to any cause intended to benefit Wrokmen in general, provided that the expenditure in respect of such contributions in any financial year shall not at any time during the year be in excess of one-fourth of the combined total of the gross income which has upto that time accured to the gener funds of the Union during that year and of the balan atthe credit of those funds at the commencement of that year ; and

(j) subject to any condition contained in the notification, any other object notified by the ppropriate Government in the Official Gazette.

ANNUAL AUDIT.

27. The Union shall make due provision for the annual audit of the accounts of the Union by competent auditors appointed by the Managing Committee in accordance with Rule 18 of the Bombay Trade Unions Regulations, 1927.

INSPECTION OF BOOKS OF ACCOUNTS.

28. The books of accounts of the Union shall be open to the inspection of any member or officer at the Office of the Union, during the office hours on any week day excluding holidays.

AMENDMENT OF RULES.

29. The Rules may be amended, altered, replaced, rescinded or added to at any time by a majority of the members present at a General Meeting provided previous notice of at least seven days is given to the members of the proposed alterations

DISSOLUTION OF THE UNION.

30. The Union shall not be dissolved except by the vote of a majority of three-fourths members present at a General Meeting called for the purpose, provided that the total number of votes cast at such a meeting is not less than two-thirds of the total number of members then on the rolls of the Union.

The Funds of the Union after meeting all the liabilities of shall be disposed off in accordance with the decision of the dissolution meeting.

---------o---------

"True Copy"

Gen. Secretary

CONSTITUTION AND RULES OF THE

_____

NAME

1. The name of the Union shall be the _____ and it shall, in the following rules, be referred to as the 'Union'.

OBJECTS

2.(A) The objects of the union shall be:-

(a) to organise and unite the persons engaged/workers employed in the _____industry in the _____ City and to regulate their relations with their employers;

(b) to secure to the members fair conditions of life and service;

(c) to try to redress their grievances;

(d) to try to prevent any reduction of wages,and,if possible, to obtain an advance whenever circumstances allow;

(e) to endeavour to settle disputes between employers and employees amicably so that a cessation of work may be avoided;

(f) to endeavour to provide against sickness,unemployment, infirmity, old age and death;

(g) to endeavour to secure compensation for members in cases of accidents under the Workmen's Compensation Act;

(h) to provide legal assitance to members in respect of matters arising out of, or incidental to, their employment;

(i) to endeavour to render aid to the members during any strike brought about with the sanction of the union or a lock-out;

(j) to obtain information in reference to the _____ industry in India and outside;

(k) to cooperate and federate with organisations (of labour), particularly_____having similar objects, in India and outside;

(l) to help, in accordance with the Indian Trade Unions Act, the working classes in India and outside in the promotion of the objects mentioned in this rule; and

(m) generally, to take such other steps as may be necessary to ameliorate the social, economic, civic and political condition of the members.

(B) For the attainment of these objects, the union may organise centres in various localities of the

ADMISSION OF ORDINARY MEMBERS.

3. Any person employed/engaged in the _____ industry in the ~~City~~ (in _____ District) who has attained the age of 15 years shall be entitled to become an ordinary member of the union on payment of an admission fee of annas_____ and a monthly subscription of_____, provided he agrees to abide by ~~the~~ rules and bye-laws that may be made by the union from time to time.

ADMISSION OF HONORARY MEMBERS.

4. Persons who are not eligible to become ordinary members of the Union may be admitted as honorary members of the Union

for .....

for purposes of being elected or co-opted to the Managing Committee and they shall be honorary members of the Union during the period of their office. Subject to the provisions of Section 22 of the Indian Trade Unions Act,1926, their number shall not exceed_____.

FINES AND FORFEITURES.

5. A member failing to pay his monthly subscription for six months with the permission of the Managing Committee or three months without the permission of the said Committee, shall cease to be a member of the Union. But he shall be entitled to rejoin the Union on paying his arrears and a fresh entrance fee.

BENEFITS.

6. No member of the Union shall be entitled to any benefits that the Union may decide to give to its members unless he has been a member for at least six months and has paid all contributions.

7. A member of the Union who is in arrears with his subscription or dues shall not be entitled to any benefits until all arrears have been paid and a period of two months has elapsed from the date of payment of such arrears.

8. Should the members of the Union go on strike without the sanction or approval of the Managing Committee, they shall not be entitled to any benefits whatever.

REGISTER OF MEMBERS.

9. The Union shall keep a register of all its members containing their names and particulars of their place of work,their residence, etc.

10. The register shall be open to inspection by any member or Officer of the Union at the Head Office during the hours during which the office of the Union is open on any week day excluding holidays.

OFFICE-BEARERS

11. The Union shall have a President,not more than_____ Vice-Presidents, a General Secretary,_____Secretaries and a Treasurer. All of them shall be elected at the Annual General Meeting of the Union and they shall be eligible for re-election. The President and the General Secretary alone may be outsiders.

MANAGEMENT OF THE UNION

12. The Managing Committee.- Subject to the provisions of Section 21 of the Indian Trade Unions Act,1926, the affairs of the Union, financial and otherwise, shall be conducted by a Managing Committee consisting of the office-bearers and _____ other members elected at the annual general meeting. The same Managing committee will continue functioning till the new one is appointed.

VACANCIES AND REMOVALS.

13. Should a vacancy occur among the office-bearers or the members of the Managing Committee it shall be filled by the Managing Committee by co-option.

14. Any office-bearer of the Union or a member of its Managing Committee can be removed by the General Meeting of the members by a three-fourths majority for committing any fraud or having acted against the interests of the Union, provided the office-bearers or the member to be removed is given adequate opportunity to explain his conduct.

MEETINGS OF THE MANAGING COMMITTEE.

15. The Managing Committee shall meet once a month on such

days and at such place as may be fixed by the General Secretary in consultation with the President.

16. The presence of at least one-third members of the Managing Committee shall be necessary to form a quorum. No quorum is necessary for adjourned meetings.

17. At least three days' notice shall be given for a Managing Committee meeting.

DUTIES OF THE OFFICE-BEARERS

18. The President and the Vice-Presidents.- The President shall preside over all meetings of the Union and the Managing Committee, preserve order, sign all minutes and shall be allowed to give a casting vote only. The President shall have power, if necessary, to call special meetings of the Managing Committee or of the Union, whenever necessary. One of the Vice-Presidents shall function in place of the President in his absence.

19. The General Secretary.- The General Secretary shall take minutes of all union and committee meetings, conduct all correspondence, convene all meetings, keep all accounts, exercise a supervision over the affairs of the Union and shall also keep a correct account of all receipts and expenditure. He shall prepare a balance sheet annually showing clearly every item of receipts and expenditure. He shall be responsible for submitting to the Registrar of Trade Unions all returns and notices that should be sent to that officer under the Indian Trade Unions Act, 1926. He shall have power to engage, in consultation with the President and subject to the approval or confirmation of the Managing Committee, any assistants for organising and clerical purposes he considers necessary, and all such assistants shall be under the control of the General Secretary.

20. The Secretaries.- The Secretaries shall generally help the General Secretary in his work. One of them shall perform the duties of the General Secretary in his absence.

21. The Treasurer.- The Treasurer shall be responsible for all sums of money which may from time to time be paid into the union and for duly banking them. He shall make payments towards all expenditure sanctioned by the Managing Committee. He shall not have the power to draw money from the Bank without first having the cheque signed by the President or the General Secretary.

GENERAL MEETINGS.

22. There shall be held in the month of April or May an Annual General Meeting of all the members of the Union, to transact the following business:-

(a) To adopt the report of the work done by the Union and the audited statement of accounts;
(b) to elect the office-bearers and other members of the Managing Committee for the current year; and
(c) to transact such other business as may be brought forward with the permission of the Chairman.

23. The President may call a General Meeting of the members of the union whenever he thinks necessary and shall call it on a requisition signed by one-fifth of the total strength of the union within twenty days of the receipt of the requisition.

24. At least 15 days' notice shall be given to the members for a General Meeting.

P.T.O.

25. The presence of at least one-third members shall be necessary to form a quorum at a general meeting. No quorum is necessary for adjourned meetings.

GENERAL FUNDS.

26. The general funds of the union shall consist of the subscriptions from members, donations etc. They shall be deposited in a Bank or Banks, approved by the Managing Committee in the name of the union and the account may be operated by the Treasurer and any one of the President or the General Secretary. The General Secretary or the Treasurer shall not keep more than Rs.50/- with him for current expenses.

OBJECTS ON WHICH THE GENERAL FUNDS CAN BE EXPENDED.

27. Subject to the provisions of Section 15 of the Act the general funds of the union shall not be spent on any other objects than the following, namely:-

(a) the payment of salaries, allowances and expenses to officers of the Union;

(b) the payment of expenses for the administration of the Union including audit of the accounts of the general funds of the Union;

(c) the prosecution or defence of any legal proceedings to which the Union or any member thereof is a party when such prosecution or defence is undertaken for the purpose of securing or protecting any rights of the Union as such or any rights arising out of the relations of any member with his employer or with a person whom the member employs;

(d) the conduct of trade disputes on behalf of the Union or any member thereof;

(e) the compensation of members for loss arising out of trade disputes;

(f) allowances to members or their dependants on account of death, old age, sickness, accidents or unemployment of such members;

(g) the issue of, or the undertaking of ~~the~~ liability under policies of assurance on the lives of members, or under policies insuring members against sickness, accident or unemployment;

(h) the provision of educational, social or religious benefits for members (including the payment of the expenses of funeral or religious ceremonies for deceased members) or for the dependants of members;

(i) the upkeep of a periodical published mainly for the purpose of discussing questions affecting employers or workmen as such;

(j) the payment, in furtherance of any of the objects on which the general funds of the Union may be spent, of contributions to any cause intended to benefit workmen in general, provided that the expenditure in respect of such contributions in any financial year shall not at any time during the year in excess of one-fourth of the combined total of the gross income which has up to that time accrued to the general funds of the Union during that year and of the balance at the credit of those funds at the commencement of that year; and

(k)....

(k) subject to any conditions contained in the notification, any other object notified by the appropriate Government in the Official Gazette.

ANNUAL AUDIT.

28. The Union shall make ~~xxx~~ due provision for the annual audit of the accounts of the Union by competent auditors appointed by the Managing Committee in accordance with Rule 18 of the Bombay Trade Unions Regulations, 1927.

INSPECTION OF BOOKS OF ACCOUNTS.

29. The books of accounts of the Union shall be open to the inspection of any member or officer at the head office of the union during the hours during which the office of the Union is open on any week day excluding holidays.

AMENDMENT OF RULES.

30. The rules may be amended, altered, replaced, rescinded or added to at any time by a majority of the members present at a General Meeting provided previous notice of at least seven days is given to the members of the proposed alterations.

DISSOLUTION OF THE UNION.

31. The Union shall not be dissolved except by the vote of a majority of three-fourths members present at a General Meeting called for the purpose, provided the total number of votes cast at such a meeting is not less than two-thirds of the total number of the members then on the rolls of the Union.

The funds of the Union after meeting all the liabilities shall be disposed of in accordance with the decision of the dissolution meeting.

True Copy.

Signature of General Secretary.

HUBLI ELECTRIC SUPPLY EMPLOYEES' UNION, HUBLI .

14 AUG 1952

Hubli

Date:- 9th August, 1952

To,

The Assistant Secretary to the Govt. of Bombay,

Public Works Department, Bombay.

ELECTRICAL ENGINEER
TO GOVERNMENT
Inward No. 9135.
Date 14-8-1952
File No. LRM II
P. W. D. BOMBAY

Subject:- Recognising the Hubli Electric Employees' Union, Hubli.

Sir,

With reference to your letter No.ANG. 2052 F dated 31st July 1952 on the subject noted above, I have the honour to state that a copy of the constitution of our union has al-ready been sent to your office along with our letter dated 1-4-1952. However, to avoid inconvenience, one more copy of the same has this day been forwarded to you through the Electrical Engineer, ~~Hubli~~.

In the meantime, I am sending herewith an advance copy of the said constitution for your information. It may please be noted that the constitution of the Union has been based on the model rules.

As the matter has been sufficiently delayed, early action may kindly be taken.

Encls: 1) Copy of the model rules.
2) Copy of the Constitution.

Yours faithfully,

S.B.Bowaym

President,
Hubli Electric Supply Employees
Union, Hubli.

Forwarded with compliments through the Electrical Engineer to the Govt. of Bombay Public Works Dept, Secretrait, Bombay. An advance copy forwarded to the Assistant Secretary, P.W.D., Bombay. for

No. 6480 of 1952-53

P.W.D.Offices Churchgate St.
Bombay, 13 October 1952.

To

The Electrical Engineer to Govt.,
P.W.D. Bombay.

EL. AL ENGINEER
T / LNT
Inw. . 13311
13-10- 1952
R.O. CRM II
P. W. D., BOMBAY

Sub:- Hubli Elec. Supply Undertaking Employees Union - Recognisation of the

Ref:- Your letter No.LRM-11/6085 dt.21-8-52.

I have to return herewith a letter dated 9-8-1952 addressed to the Assistant Secretary to Government, P.W.D.Bombay by the President of the Hubli Elec. Supply Employees Union, Hubli together with its accompaniments and the accompaniments (Model Rules for the Section Writers Association) sent along with your endorsement No.LRM-11/14226 dated 11-3-1952 and to offer my remarks as below:-

RULE 2.(K) :- This rule states that the Association wants to co-operate with other organisations of Labour like (I.N.T.U.C) having similar objects in India and outside. However in Model Rules (Rule No.4) it has been stated that the Association may co-operate with other Associations of Govt. Employees with similar objects which are recognised by Govt.

It may be stated here that I am of the opinion that the Association may only be allowed to co-operate with organisations of Govt. Employees and not Non-government Organisations and that too within India.

RULE 2.(L) :- I am of the opinion that the Association should help the working classes in Govt. Employment in India only and not all working classes in India and outside as stated by this Rule of the Association.

RULE 4 & 11:- The Association wants to admit outsiders as Honorary Members and to elect them and co-opt them to the Managing Committee. The Association also wants the President, General Secretary and the Joint Secretary selected from outsiders while in the Model Rules it appears that they do not permit any outsider to be an Ordinary Member or to hold the office like President etc. This office agrees with the views expressed in the Model Rules in not allowing the entry of outsiders.

Executive Engineer,
Bombay Elec. Dn.

Encls:- As stated above.

5

Below letter dated the 9th August 1952, from the President Hubli Electric Supply Employees' Union, Hubli, addressed to the Assistant Secretary to Government, Public Works Department, Bombay

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No. LRM.11/9186 of 1952.

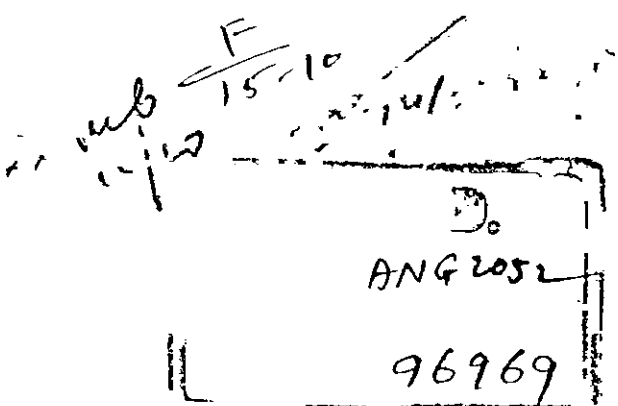
Bombay, 13th October 1952.

Passed on, with compliments.

2. The Union's letter under reference and its enclosures were sent to the Executive Engineer, Bombay Electrical Division, for remarks, as the establishment at the Hubli Electric Supply Undertaking is under his charge, and the remarks offered by him are forwarded herewith in original for the information of Government.

for Electrical Engineer to Govt.

P.



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IEA -10-52

67

Hubli Electric Employees Union Hubli.

Mohan Mankin

105 Dated :- 1st October 1952.

To,

The Honourable Minister , P.W.D.
Secretariat ,
Bombay.

To,
The Honourable Minister
Labour,
Government of Bombay,
Bombay.

Sir,

There has been a peculiar complication about the Status of the Union of the workers employed in the Hubli Electric Supply Copany , now, an undertaking manned and managed by the Government of Bombay.

The complication arises out of various and different interpretations put by different Officers on the different G.Rs. on the subject.

It is also to be noted that the anamalous position of the Hubli Electric Supply Company has also contributed and added to the complications.

The result of all these legal anamolies has been that the employees do not know how they stand and whom they should approach for the redress of their commom and just grievances.

It is found desirable and necessary that there should be a joint meeting of the representatives of the employees with the Minister(Honoubable Minister) for P.W.D. and Honourable Minister for Labour which will facilitate the tiding over of the technical difficulties that have arrested the progress of the redressal of the grievances of the Employees.

It may be noted that the demands by themselves are quite ordinary and of a routine character and when taken up may not take long to decide , but it is the preliminaries that have obstructed the progress , and feeling of despondenc is developing among the workers , which is certainly not desirable for better and efficient working of a public UTility Concern.

It will not be out of of place if I propose a common meeting as suggested above of the three parties on or about 14th of October 52., and in the meantime it may be possible for you to secure the papers on the subject

Please therefore let me know if the date proposed by me suits you.

Yours Faithfully

S. B. Kanagi

President
Hubli Electric Employees
Union Hubli.

13/10. I have no objection if M(PWD) is agreeable 13/10

(PWD) See P.W.D. 21/10/52

Let the secretary of the Union meet the Minister for Labour & talk over the matter. P.W.D. 21/10

69

D.O.No.RAU.1054-D,
Political and Services Department,
Bombay Castle, 2nd April 1954.

Dear Shri Jadhav,

Please refer to your demi-official letter No.ANG.2052-G, dated the 24th March 1954, to Phadkar. File No.ANG.2052 has been returned to the Public Works Department today.

Yours sincerely,

K P Nadkarni

(K.P.Nadkarni.)

Shri S.G. Jadhav, B.A.,
Assistant Secretary to Government,
Public Works Department.

Mam/2454

D.O.J. Ltr. 105-4-0,
Political and Cultural Affairs Section,
Bonjay Castle, - April 1954.

Please refer to your Serial-Field
Letter No. D.205-0, dated the 24th March
1954, to Civil Rights File No. AMG.2052 has been
returned to the Legal Affairs Department to-
day.

Yours sincerely,

(A... Attorney.)

5/5/4

Washington, January 1, 1...
Assistant Secretary to Governor ...
Public Affairs Department.

AMG 2052
46017

Hubli Electric Employees Union Hubli.

Mohan Mankin

105

Dated :- 1st October 1952.

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Secretariat ,
Bombay.

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Yours Faithfully

S. B. Kulkarni

President
Hubli Electric Employees
Union Hubli.

E. W. D.

File No. ANG 2052

Serial No. 99052